



Workforce Town Hall Meeting on BRAC



BRAC Workforce Town Hall

16 June 2005



Workforce Town Hall Meeting on BRAC



Agenda

- **BRAC 2005 Vision**
- **Summary of Recommendations**
- **Update on Visits**
- **Key Issues**
- **The Way Ahead**
- **Overview of Human Resources Issues during the BRAC Transition**
- **Questions**



Workforce Town Hall Meeting on BRAC



BRAC 2005 Vision

The Army's vision for BRAC 2005 addresses the challenges of new threats, force structure changes, and expanding missions: "A campaign quality Joint and Expeditionary Army positioned to provide relevant and ready combat power to Combatant Commanders from a portfolio of installations that projects power, trains, sustains and enhances the readiness and well-being of the Joint Team."



Summary of Recommendations

- **Relocate Transportation School to Fort Lee, VA**
- **Relocate Aviation Logistics School to Fort Rucker, AL**
- **Relocate Surface Deployment and Distribution Command Operations Center to Scott AFB, IL**
- **Relocate Surface Deployment and Distribution Command Transportation Engineering Agency to Scott AFB, IL**
- **Realign Installation Management Functions**



Workforce Town Hall Meeting on BRAC



Summary of Recommendations

- **Realign Mobilization Mission to Fort Bragg, NC**
- **Realign Army Watercraft Proprietary to Navy**
- **Convert Hospital to Clinic with Ambulatory Surgery Center**
- **Relocate Fort Monroe Activities to Fort Eustis**
- **Relocate Fort McPherson Activities to Fort Eustis**



Workforce Town Hall Meeting on BRAC



Update on Visits

13 May - SecDef's BRAC Recommendations announced

25 May - Visit by BRAC Chairman Principi and Commissioner Gen. (Ret.) Newton

3 Jun - Visit by Cong. Bobby Scott

3 Jun - Visit by Fort Lee Transition Team

7 Jun - Visit by TRADOC Transition Team

9 Jun - Visit to Langley AFB on Installation Management

15-16 Jun - Visit by Fort Rucker Transition Team



Workforce Town Hall Meeting on BRAC



Key Issues

- **Transportation Center and School**
 - Retain watercraft, cargo specialist, and rail training at Fort Eustis ~ 1/3 current T-School
 - Watercraft Program Management: PM Watercraft collocates with Navy at Washington Navy Yard, DC
- **Installation Management**
 - Fort Eustis
 - Fort Story
 - McDonald Army Community Hospital



The Way Ahead

- **8 Sep: Commission submits findings to President**
- **23 Sep: President approves list or sends it back to Commission for further consideration**
- **20 Oct: Commission issues revised findings if President rejects initial findings**
- **7 Nov: President approves or rejects revised findings; and sends to Congress**
- **Congress has 45 legislative days to enact a joint resolution disapproving the President's recommendations on an all or nothing basis or the recommendations become binding.**



Overview of Human Resources Issues During the BRAC ~~Transition~~

**Yvonne Scales
Director
Civilian Personnel Advisory Center
(CPAC)**



Workforce Town Hall Meeting on BRAC



Purpose

**Provide overview of issues
and concerns that may affect
employees**



Agenda

- **Discuss Transfer of Function and Transfer of Work**
- **Transition Assistance Programs**
- **Retirement Eligibility**
- **Continuation of Employment**
- **The Way Ahead**



Workforce Town Hall Meeting on BRAC



Transfer of Function and Transfer of Work

TOF

- ✓ **Function ceases in one location and moves to another location not performing the function at the time of transfer**
- ✓ **No rights to a transfer unless the alternative is separation or demotion**
- ✓ **To the greatest extent possible, all employees receive an offer at the new location**
- ✓ **If no offer due to restructuring or drawdown, compete in RIF in gaining organization**

TOW

- ✓ **Function already exists in the new location**
- ✓ **Transfer of work that does not meet the official definition of a TOF**
- ✓ **Similar to TOF without specific entitlements to a position offer or movement**
- ✓ **May or may not be offered employment at the new location**



Workforce Town Hall Meeting on BRAC



Transfer of Function and Transfer of Work

TOF

- ✓ **Employee Accepts:**
 - Placed at new activity
 - PCS entitlements
- ✓ **Employee Declines:**
 - Eligible for DOD Priority Placement Program (PPP) if TOF outside commuting area
 - Only to activities closer than the new location
 - Priority 2
 - Discontinued Service Retirement (DSR)
 - Regular Retirement
 - Separated through adverse action procedures
 - Resignation (possible severance pay after receipt of involuntary separation notice)
 - No VSIP/VERA

TOW

- ✓ **Employee Accepts:**
 - Placed at new activity
 - PCS entitlements
- ✓ **Employee Declines:**
 - Eligible for DOD Priority Placement Program (PPP) if TOW outside commuting area
 - Priority 1 if no offer
 - Priority 2 if offer declined but no further than the new location
 - Discontinued Service Retirement (DSR)
 - Regular Retirement
 - Separated through adverse action procedures
 - Resignation (possible severance pay after receipt of involuntary separation notice)
 - No VSIP/VERA
- ✓ **If positions are not available, reduction in force procedures may apply**



Transition Assistance

- Priority Placement Program (PPP)
- OPM Placement Assistance Programs
- Reemployment Priority List (RPL)
- Job Swapping
- Surplus Employee Program
- Partner with other HR offices for job placements
- Voluntary RIF
- Relocation services
- Employee Assistance Program



Workforce Town Hall Meeting on BRAC



Retirement Information

- **Optional Retirement**
 - CSRS
 - 30 years of service at age 55
 - 20 years of service at age 60
 - 5 years of service at age 62
 - 5 years of creditable civilian service
 - Under CSRS one year of the last two
 - FERS
 - 30 years of service with minimum retirement age (MRA)
 - 20 years of service at age 60
 - 10 years of service at MRA - no reduced annuity if DSR
 - Completed 5 years of creditable civilian service
 - MRA ranges from 55 to 57 years of age depending on birth year
- **Voluntary Early Retirement Authority (VERA)** prior to receipt of RIF notice
 - CSRS/FERS
 - 25 years of service at any age
 - 20 years of service at age 50
- **Discontinued Service Retirement** – against the will and without the consent of the employee
 - Same eligibility as VERA
- **Deferred retirement** at age 62
- **Retirement estimates and questions may be referred to ABC-C at <http://www.abc.army.mil> or 1-877-276-9287**



Continuation of Employment

- **Accept TOF or TOW Offer**
- **Register in DOD Priority Placement Program (PPP) when available**
- **Army Career and Alumni Program (ACAP)**
- **Retraining Opportunities**
- **Reemployment Priority List (RPL)**
- **Interagency Career Transition Assistance Plan (ICTAP)**
- **Seek own Employment - entitlements optional with gaining Federal or State Agencies**



The Way Ahead - What You Can Do To Be Ready

- **Anticipate, plan, and be prepared**
- **Review your options - Ask questions**
- **Review applicable websites**
- **Attend briefings/town hall meetings**
- **Prepare or update your resume**
- **If planning to retire, obtain estimates on your annuity through ABC-C - Pay military or other deposits as applicable**
- **Contact your CPAC specialist for individual counseling or assistance**

Don't
rely on
the
grapevi
ne for
informat
ion



Workforce Town Hall Meeting on BRAC



Future Town Hall Topics

- Relocation Entitlements
- DOD Priority Placement Program
- Army Career and Alumni Program Services
- Retraining
- Interagency Career Transition Assistance Program (ICTAP)
- Writing Resumes
- Retirement
- VERA/VSIP
- Reduction-in-force (RIF)
- Severance Pay
- Other appropriate topics of interest



Workforce Town Hall Meeting on BRAC



QUESTIONS



Workforce Town Hall Meeting on BRAC



NEXT TOWN HALL MEETING

Thursday, 21 July 2005

1400

Jacobs Theatre

Please complete an exit survey so we will be able to provide the information you want at the next town hall meeting